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Oklahoma State University
William S. Spears College of Business
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POSITIONS

2005- 2011	<i>Spears School of Business, Oklahoma State University, Assistant Professor</i>
2011- Present	<i>Spears School of Business, Oklahoma State University, Associate Professor</i>

EDUCATION

1999 – 2005	<i>Carlson School of Management, University of Minnesota, Ph.D. in Strategic Management and Organization.</i>
1998 – 1999	<i>Broad College of Business, Michigan State University, MBA in Finance and International Business. Highest GPA in graduating class.</i>
1986 – 1991	<i>College of Engineering, University of Colorado, BS in Electrical Engineering. Graduated with honors.</i>

PUBLICATIONS

Harris, J., Johnson, S. and Souder, D. (Forthcoming). Model-Theoretic Knowledge Accumulation: The Case of Agency Theory and Incentive Alignment. *Academy of Management Review*.

Johnson, S., Schnatterly, K. & Hill, A. (2013). Board Composition beyond Independence: Social Capital, Human Capital and Demographics. *Journal of Management*.

Souder, D., Simsek, Z., & Johnson, S. (2012). The Differing Effects of Agent and Founder CEOs on the Firm's Market Expansion. *Strategic Management Journal*.

Johnson, S., Schnatterly, K., Bolton, J. & Tuggle, C. (2011). Antecedents of New Director Social Capital. *Journal of Management Studies*.

DeGroot, T., Aime F., Johnson S. (2011). Does Talking the Talk help Walking the Walk? An Examination of the Effect of Vocal Attractiveness in Leader Effectiveness." *Leadership Quarterly*.

Johnson, R., Schnatterly, K., Johnson, S., Chiu, S. (2010). Institutional Investors and Institutional Environment: A Comparative Analysis and Review. *Journal of Management Studies*, 47(8), 1590-1613.

Maloney, M., Johnson, S., Zellmer-Bruhn, M. (2010). Assessing Group-Level Constructs Under Missing Data Conditions: A Monte Carlo Simulation. *Small Group Research*, 41(3), 281-307.

Aime, F., Johnson, S., Hill, A. D., & Ridge, J. W. (2010). The Routine May Be Stable but the Advantage is Not: Competitive Implications of Key Employee Mobility. *Strategic Management Journal*, 31(1), 75-87.

Schnatterly, K., & Johnson, S. (2008). Competing to be CEO in High-Tech Firms: Insider, Board Member, or Outsider Candidates. *The Journal of High Technology Management Research*, 18(2), 132-142.

Bromiley, P., & Johnson, S. (2005). Testing theories: Mechanisms and Models. In D. J. Ketchen & D. D. Bergh (Eds.), *Research Methodology in Strategy and Management* (Vol. 2, pp. 15-29). San Diego, CA: Elsevier.

Johnson, S., & Van de Ven, A. (2002). A Framework for Entrepreneurial Strategy. In M. Hitt (Ed.), *Strategic Entrepreneurship: Creating a New Mindset* (pp. 66-85). Malden MA: Blackwell Publishers.

WORKING PAPERS AND PAPERS UNDER REVIEW

- Souder, D., Johnson, S. & Willenborg, M. Hazards of riding the wave: Predictable failure from inverted aspiration divergence. Under review at *Administrative Science Quarterly*.
- Johnson, S., Ridge, J. & Hill, A. How Human Resource Mobility Affects Competitive Advantage and Competitive Heterogeneity. Currently working on second revision for *Strategic Management Journal*.
- Schnatterly, K. & Johnson, S. Independent Boards and the Institutional Investors That Prefer Them: Strategic Choices or Normative Pressure. Currently under third review at *Strategic Management Journal*.
- Ridge, J., Johnson, S. & Hill, A. (Working Paper). When Thought Worlds Collide: How the Top Management Team Influences New Product Introductions.
- Johnson, S., Hart, T. & Fox, C. (Working Paper). The Role of Novelty in Knowledge Creation: Evidence from the Strategic Management Journal.

ACADEMIC PRESENTATIONS

- Clark, B. B., Schnatterly, K., Johnson, R., & Johnson, S. (2012). *The Impact of a Board Level Technology Committee on Technology Outcomes and Firm Performance*. Strategic Management Society Conference, Prague.
- Souder, D., Johnson, S. & Willenborg, M. (2012). *Riding the wave without support: Predictable failure from inverted aspiration discrepancies*. Academy of Management Annual Meeting, Boston.
- Sports as context for studying organizational phenomena*. Moderator for symposium at Academy of Management Annual Meeting, Boston.
- Johnson, S., Hart, T. & Fox, C. (2011). *The Role of Novelty in Knowledge Creation: Evidence from the Strategic Management Journal*. Paper presented at Strategic Management Society Annual Meeting.
- Harris, J., Johnson, S. & Souder, D. (2011). *Corporate Governance and Boundary Testing: Advancing the Usefulness of Models by Engaging in Non-paradigmatic Empirical Research*. Paper presented at SMS CK Prahalad Special Conference.
- Johnson, S., Ridge, J. & Hill, A. (2011) *How Human Resource Mobility Affects Competitive Advantage and Competitive Heterogeneity*. Paper presented at Academy of Management Annual Meeting.
- Johnson, S., Pappas, J. & Hill, A. (2011) *Organizational Memory and Individual Prior Experience: Epistemology of Practice in the NFL*. Organization Science Winter Conference.
- Johnson, S. (2010) *Dealing with Endogeneity: A Little Math and Several Examples*. PDW presented at Southern Management Association.
- Souder, D., Johnson, S. (2010) *Haste makes waste: Hidden Costs of Exploiting Temporary External Growth Opportunities*. University of Minnesota Carlson School Alumni Conference.
- Souder, D., Simsek, Z., & Johnson, S. (2010) *Market Expansion over Agent and Founder CEOs' Time in Office*. Paper presented at Academy of Management Annual Meeting.
- Aime, F., Shamsie, J. & Johnson, S. (2010) *A Blending of Spices: Knowledge Integration in Bollywood Film Production*. Paper presented at Academy of Management Annual Meeting.
- Maloney, M., Johnson, S. & Zellmer-Bruhn, M. (2009). *Assessing group-level constructs under missing data conditions: A Monte Carlo simulation*. Paper presented at INGRoup conference.
- Hill, A., Ridge, J. & Johnson, S. (2008). *Learning to Compete: The Life-Cycle of a Strategic Innovation*. Paper presented at Academy of Management Annual Meeting.
- Hill, A., Ridge, J. & Johnson, S. (2008). *Resource and Strategic Advantage in the NFL*. Paper presented at INFORMS Southwest Regional Conference.

- Schnatterly, K. & Johnson, S. (2007). *CEO Succession: Retired Directors and Disinherited Heirs*. Paper presented at Strategic Management Society Annual Meeting.
- Johnson, S. (2007). *BPS Managing you Dissertation Workshop*. Workshop presenter at Academy of Management Annual Meeting.
- Johnson, S., Schnatterly, K., Bolton, J. & Tuggle, C. (2007). *Getting What You Pay For: Board Capital and Director Compensation*. Paper presented at Academy of Management Annual Meeting.
- Johnson, S. (2006). *A Behavioral Model of Trade Associations as Field-Configuring Scaffolding*. Paper presented at Southern Management Association Annual Meeting.
- Schnatterly, K., Johnson, S. & Johnson, R. (2006). *Boards of Directors, Monitoring and CEO Power: When is More Monitoring Necessary?* Paper presented at the Strategic Management Society Annual Meeting.
- Schnatterly, K. & Johnson, S. (2006). *The Origins of CEOs in High-Tech Firms*. Paper presented at the Academy of Management Annual Meeting.
- Johnson, S. & Schnatterly, K. (2005). *Do Institutions Notice Good Governance?* Paper presented at Academy of Management Annual Meeting.
- Bromiley, P. & Johnson, S. (2005). *Mechanisms and Empirical Research*. Paper presented at Academy of Management Annual Meeting.
- Schnatterly, K. & Johnson, S. (2004). *CEO Origins: Closer to Home*. Paper presented at Strategic Management Society Annual Meeting.
- Johnson, S. & Schnatterly, K. (2004). *Ownership Structure and Performance: Owner Type and Concentration Matter*. Paper presented at Strategic Management Society Annual Meeting.
- Schnatterly, K., Johnson, S. & Zellmer-Bruhn, M. (2003) *How do Boards Get to be The Way They Are? Composition dynamics in boards of directors*. Paper presented at Strategic Management Society Annual Meeting.
- Johnson, S. (2003). *Strategic Groups as Cognitive Systems*. Paper presented at Strategic Management Society Annual Meeting.
- Johnson, S. & Schnatterly, K. (2003). *Boards of Directors in High-Tech Firms: Individuals Matter*. Paper presented at Academy of Management Annual Meeting.
- Johnson, S. (2002). *What is Rationality if Cognition is Distributed: The Problems and Promise of a New Perspective*. Paper presented at Academy of Management Annual Meeting.
- Schnatterly, K. & Johnson, S. (2002). *Governance in High-Tech Firms: Boards matter*. Paper presented at the Academy of Management Annual Meeting.

COURSES TAUGHT

MGMT 6333	PhD Seminar in Organizational Theory
MGMT 5303	Corporate and Business Strategies (MBA Capstone Course)
MGMT 5303	Corporate and Business Strategies (Special offering with consultation project in China)
MGMT 5100	Professional Development for MBA and MIS Students
MGMT 5093	Business and Non-Profit Organizations (Graduate Course)
MGMT 4513	Strategy and Integration in Organizations (Undergraduate Capstone)
MGMT 4083	Corporate and Social Responsibilities

AWARDS AND HONORS

2006	Finalist in the Academy of Management BPS Division Dissertation Competition
2004	Finalist in the INFORMS Dissertation Proposal Competition
2003	Carlson School Dissertation Fellowship
2002 and 2003	Outstanding PhD Instructor Award – Carlson School of Management
2002 and 2003	Outstanding Reviewer for Academy of Management, BPS Division
1999-2002	DuPuy Fellowship
1999	Highest GPA in MBA Class – Broad College of Business, Michigan State University
1998-1999	Eli Broad Fellowship
1991	Graduated with Honors – College of Engineering, University of Colorado

PROFESSIONAL ACTIVITIES

Member	Academy of Management - Co-moderator for BPSnet (2006-Present) Strategic Management Society - Rep at Large for Corporate Strategy and Leadership Interest Group
<i>Ad-hoc</i> Reviewer	<i>Academy of Management Journal</i> <i>Academy of Management Review</i> <i>Strategic Management Journal</i> <i>Journal of Management</i> <i>Journal of Management Studies</i> <i>Journal of Business Research</i> <i>Management Science</i> <i>Managerial and Decision-Making Economics</i> <i>Organizational Research Methods</i>
Conference Reviewing	Academy of Management meetings - Business Policy & Strategy Division 2001-2012 (four-time recipient of the Outstanding Reviewer award) - Managerial and Organizational Cognition 2006-2012 Southern Academy of Management (2006) Judge for INFORMS Dissertation Proposal Competition (2012)

WORK EXPERIENCE

2011-Present	Associate Professor William S. Spears College of Business Oklahoma State University
2005-2011	Assistant Professor William S. Spears College of Business Oklahoma State University
1999-2005	Graduate Assistant Carlson School of Management University of Minnesota
1998-1999	Graduate Teaching Assistant Broad College of Business Michigan State University
1994-1997	International Disaster Response Coordinator International Programs Assistant

Christian Reformed World Relief Committee
Grand Rapids, Michigan

1992-1994 Community Development Specialist
Christian Reformed World Relief Committee
Leyte, Philippines

OTHER ACTIVITIES

Board member for the Association for a More Just Society (2007-Present), treasurer since January 2009

Youth baseball coach (2001-2007)

Board member for Commonwealth Terrace Cooperative (2000-2002)

Business school representative to the University of Minnesota Council of Graduate Students (2000-2001)